

Strategic Plan – Questions to Consider

1) Vision:

- a. Envision the world as you would like it to be. Picture the world from the perspective of Abundance
- b. In that world, how do your clients live? Envision their lives and how you would like to see it?
- c. Describe it in a few sentences or words

2) Mission

- a. What could Interval House do to make your vision more of a reality for your clients?
- b. If Interval House were founded today – what would you do? What would your mission be? What types of services would you want to focus on?
- c. How does that compare with what you are doing today?

3) Who are you meant to serve?

- a. In your vision who are you meant to serve? (Age, race, ethnicity, gender, socio-economic capacity, other.) Please be specific.
- b. Who are you currently serving? (Age, race, ethnicity, gender, socio-economic capacity, other)
- c. Are there people who are missing?
 - i. Did COVID-19 identify people falling through the cracks?
 - ii. Have racial inequities highlighted people who are not being served?
 - iii. Has the economic downturn identified other groups of people needing service?
 - iv. Is there a greater need for services than you are currently providing?

4) Values – (Give one or two word answers)

- a. Why do people seek out your organization or refer others to you?
- b. What are the traits and values you look for when hiring people?
- c. When things didn't work out, why? What were the values that were missing?
- d. When you promote people, why those people over others?
- e. When you nailed something, what values were coming through?
- f. What kind of nonprofit do you want to be in the future?

5) How do your answers above reflect the services you provide?

- a. Are they sufficient the way they are?
- b. Should they be delivered differently? If so, how so?
- c. What services should be developed or considered to better reflect your vision or mission?
- d. Should any services be scaled back or eliminated?
- e. Are there organization you could partner with that would strengthen the services you offer?